

Community Management Board Meeting Minutes
for the meeting of 26 October 2000 (1400)

Agenda

- 1. Introduction and Opening Remarks**
- 2. Role of the Community Mgmt Board**
- 3. Overview of the CM Directorate**
- 4. Oracle HR/CM Interface**
- 5. Key Issues/Future Meetings**

1. RADM Johnson opened the first Community Management Board meeting with his philosophy on Community Management. He stated that there were four legs to CM: civilians, active military, reserves and contractors. We do well on three of the four legs but need to spend more time developing our civilian workforce. He stressed that leadership needs to be taught throughout one's career. NAVFAC has good leadership development programs; LDP, PDC, NEI, but we need to do more. While we need to reshape, we should not lose the good aspects of what we have already in place. CM is a command-wide initiative, not just HQ, consequently, we need to engage the field and the activity COs. CM and the civilian workforce issues are at the top of the list for CNO. We need to be successful in this initiative. Must include every single civilian community, both blue collar and white collar, clerical and professional.

RADL Loose serves as the Chairperson of the CMB and opened with his remarks for the group. He discussed the roles and responsibilities of the CM Board. He sees Amy Younts and her staff as the Enablers, with 75% of the work done by the CM Advocates (managers) with assistance from the CM staff. The Vice wants NAVFAC viewed as the "Employer of Choice." This is done in part by continuing to appreciate the people who make up NAVFAC. In addition, he emphasized that we want a single CM voice throughout the Command.

2. CAPT Katzwinkel opened the official meeting by discussing the roles and responsibilities of the CM Board. He summarized the agenda items and reviewed the CM Charter. CM Board members were reviewed and it was determined that Counsel should be added. He discussed mentoring programs, the Facilities Engineering career field and EDM/FDM issues for future meetings.

RADL Loose further discussed adding EFA/EFA/PWC members to the CM Board. He added that this effort needs Community Leaders, not program leaders.

3. Amy Younts, Director, Community Management, discussed the role of the Director, CM and the functions/roles of her staff. She views the role of her office as serving as a facilitator between the CM Board and the Business Line Leaders. She discussed the Charter for the CM cell. Outlined the roles of the staff in CM West (Port Hueneme). Ms. Younts discussed the CM binders that all Board members were given. The role of CM Manager is to be an Advocate to behalf of all functions throughout the Command. She reviewed the briefing that CAPT Katzwinkel gave at the COs conference. The CM plans for each community were discussed with an emphasis on accelerating the pace. She agreed to send out a sample template of the ACQ plan for all managers to use.

4. Ms. Younts gave an overview of Oracle HR and the interface with CM. Around the Table -- Comments and discussion from all CM Board members. John Roark suggested that we add a member to represent the SLC/logistician workforce. Lou DiFilippo suggested that we need more top down, with field action as CM reps at each DIV/A/PWC. Amy Younts discussed shaping our workforce for the future. We need to think about the future of our products and services. What will NAVFAC's business be in five years/ten years?

5. CAPT Katzwinkel closed the meeting by discussing key issues in the CM arena and topics for future meetings. We agreed that we would meet approximately every two weeks, with a slowdown during the holidays to get CM underway. We have topics for approximately seven meetings.

Meeting was adjourned at 1615.

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Joy A. Bird
27 October 2000